

Personnel 3

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<b>OFFICIAL ROUTING SLIP</b>			
TO	NAME AND ADDRESS	DATE	INITIALS
1	Ex. Dir. Mr. Colby	6/12	WEC/dp
2	DD/S	6/13	P/
3	Director of Personnel 5E-56 Hqs.		
4			
5			
6			
	ACTION	DIRECT REPLY	PREPARE REPLY
	APPROVAL	DISPATCH	RECOMMENDATION
	COMMENT	FILE	RETURN
	CONCURRENCE	INFORMATION	SIGNATURE
<b>Remarks:</b> Bill - I didn't want to hold or confuse the formal paper by raising a side issue but in the coordination of the regulation change I proposed question "exceptional" as it is proposed to appear. I feel			
FOLD HERE TO RETURN TO SENDER			
FROM:		PHONE NO.	DATE
			7 June
UNCLASSIFIED		CONFIDENTIAL	SECRET

FORM NO.  
1-67

237

Use p

(40)

it might inhibit some submissions  
we all had in mind. The  
important points for the  
present approval are  
in Harry's memo.

DD/S:JWC:(7 June 1972)

Distribution:

- O - Addressee w/O DD/S 72-2217
- 1 - DD/S Chrono
- 1 - DD/S Subject

DD/S 72-2217: Memo for DCI thru ExDir frm D/Pers subj: Creation  
of New Honor and Merit Award dated 5 June 1972

DD/S 72 227

**CONFIDENTIAL**

DCI APPROVAL NOTED  
ATN.M. 6-14-72 - P

5 JUN 1972

**MEMORANDUM FOR: Director of Central Intelligence**  
**THROUGH : Executive Director-Comptroller**  
**SUBJECT : Creation of New Honor and Merit Award**  
**REFERENCE : My Memo, dated 15 February 1972, Same Subject (attachment a)**

1. This memorandum submits three recommendations for your approval in paragraph 4.
2. On 24 February 1972 you approved the following recommendations contained in referent:

"a. The concept of this new medal to be awarded in recognition of career performance,

"b. Its relative rank between the Intelligence Medal of Merit and the Certificate of Distinction, and

"c. Initiation of negotiations with appropriate authorities in the Bureau of the Mint for the development of sample designs which will be submitted for your approval."

A sample design for the obverse side was developed within the Agency and forwarded to the Philadelphia Mint for modifications as deemed appropriate by their chief engraver. His design (attachment b) conforms to the present series of Agency medals and has been reviewed by and is acceptable to the members of the Honor and Merit Awards Board. Delivery of the actual medals from the time a purchase order is placed is estimated at eight weeks.

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GROUP 1  
Excluded from automatic  
downgrading and  
declassification

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3. Attachment c is our proposed regulatory addition which will be routinely coordinated.

4. It is recommended that you approve

- a. The design for the new medal,
- b. Its designation as the Career Intelligence Medal, and
- c. The sample certificate (attachment d) which would conform to other award certificates.

/s/Harry B. Fisher

Harry B. Fisher  
Director of Personnel

Atts

Concur:

/s/  
Executive Director-Comptroller

12 Jun 72  
Date

The recommendations contained in paragraph 4 are approved.

/s/  
Director of Central Intelligence

12 Jun 72  
Date

**Distribution:**

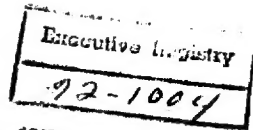
O - Return to D/Pers	1 - DD/S subg.
1 - Director	2 - D/Pers
1 - Deputy Director	1 - DD/Pers/SP
1 - ExDir-Comp	2 - C/BS
1 - EB	

Approved For Release 2003/05/05 : CIA-RDP84-00780R004800070026-7

**CONFIDENTIAL**

OP/BSD [ ] jas (1 June 1972)

TAB



15 FEB 1972

MEMORANDUM FOR: Director of Central Intelligence  
THROUGH : Executive Director-Comptroller  
SUBJECT : Creation of New Honor and Merit Award

1. This memorandum submits three recommendations for your approval; such recommendations are contained in paragraph 4.

2. The Honor and Merit Awards Board recently considered the relative merits of establishing a new award that would be conferred on an employee in recognition of his total career performance. The Board was in full agreement as to the need for such an award and believes it should be placed in order of rank between the Certificate of Distinction and the Intelligence Medal of Merit.

3. On a number of occasions the Board has experienced considerable difficulty in its deliberations concerning the level of awards recommended for employees which are based on their total career performance. This difficulty occurs in the main in two specific situations:

a. The employee who is recommended for the Certificate of Distinction and whose performance warrants greater recognition but, in turn, is not sufficient to justify the Intelligence Medal of Merit, and

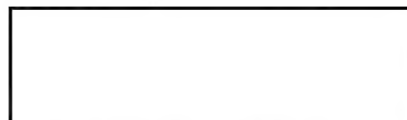
b. The employee who is recommended for the Intelligence Medal of Merit whose career performance falls short of this award but, in turn, merits something more than the Certificate of Distinction.

Admittedly, this situation can occur between any two awards but experience has shown the majority are as described above. To rectify this matter, it was the consensus of the Board that the development of a new medal would be most appropriate and would to a large degree satisfy the need that currently exists. This would, of course, not preclude the continued use of the Certificate of Distinction or the Intelligence Medal of Merit to recognize

career performance. The Board was of the opinion that such a medal would conform to the present series of Agency medals. It would utilize the standard design which appears on the reverse side of the Distinguished Intelligence Cross, Distinguished Intelligence Medal, Intelligence Star, and Intelligence Medal of Merit. The obverse side would be a completely new design but would include as an integral part the Agency seal and some appropriate wording, for example, "for career achievement". In this connection, we propose to seek the assistance of the Chief Engraver, Philadelphia Mint, who designed the Agency's Distinguished Intelligence Medal and Intelligence Star. In addition, a certificate to accompany the medal would be developed.

4. It is recommended that you approve

- a. The concept of this new medal to be awarded in recognition of career performance,
- b. Its relative rank between the Intelligence Medal of Merit and the Certificate of Distinction, and
- c. Initiation of negotiations with appropriate authorities in the Bureau of the Mint for the development of sample designs which will be submitted for your approval.



Harry B. Fisher  
Director of Personnel

25X1

Concur:



Executive Director-Comptroller

24 FEB 1972

Date

The recommendations contained in paragraph 4 are approved.

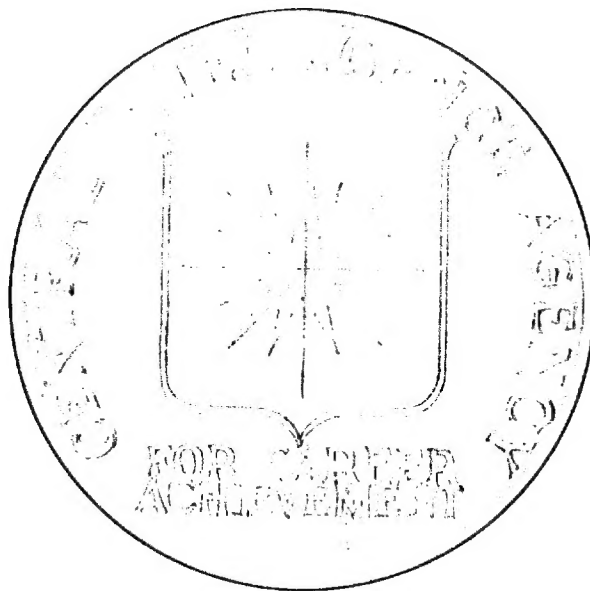
Director of Central Intelligence

24 FEB 1972

Date

**TAB**





C.I.A. ORV. ESI

STEVEN

Proposed Change in Regulations  
Pertaining to Honor and Merit Awards

The Career Intelligence Medal may be awarded for exceptional achievement throughout an employee's career where the cumulative record of service has substantially contributed to the mission of the Central Intelligence Agency.

TAB

THE UNITED STATES OF AMERICA

To all who shall see these presents, greeting:

This is to certify that the Director of  
Central Intelligence has awarded the

CAREER INTELLIGENCE MEDAL

to

For Exceptional Achievement

Given under my hand in the City of Washington, D. C.

this \_\_\_\_ day of \_\_\_\_\_, 197\_\_.

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Director of Central Intelligence

CHECK CLASSIFICATION TOP AND BOTTOM			
UNCLASSIFIED	CONFIDENTIAL	SECRET	
OFFICIAL ROUTING SLIP			
DD / S I			
FILE <i>Personnel 3</i>			
TO	NAME AND ADDRESS	DATE	
1	Deputy Director for Support 7 D 18, Headquarters	16 FEB	
2	Executive Director-Comptroller 7 E 12, Headquarters		
3	Director of Central Intelligence		
4			
5	Director of Personnel 5 E 56, Headquarters		
6			
	ACTION	DIRECT REPLY	PREPARE REPLY
	APPROVAL	DISPATCH	RECOMMENDATION
	COMMENT	FILE	RETURN
	CONCURRENCE	INFORMATION	SIGNATURE
<b>Remarks:</b> <div style="font-size: large; font-family: cursive;">             (3) Altho this idea has been informally coordinated with the Deputies by their HMAB representatives, you may want to discuss this at a Deputies Meeting.           </div> <div style="border: 1px solid black; width: 50px; height: 20px; margin: 10px auto;"></div>			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
Director of Personnel 5 E 56, Hq.			15 FEB 1972
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FORM NO. 237 1-67 Use previous editions (40)

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72-0625  
15 FEB 1972

72-1004

**MEMORANDUM FOR: Director of Central Intelligence**  
**THROUGH : Executive Director-Comptroller**  
**SUBJECT : Creation of New Honor and Merit Award**

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2. The Honor and Merit Awards Board recently considered the relative merits of establishing a new award that would be conferred on an employee in recognition of his total career performance. The Board was in full agreement as to the need for such an award and believes it should be placed in order of rank between the Certificate of Distinction and the Intelligence Medal of Merit.

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b. The employee who is recommended for the Intelligence Medal of Merit whose career performance falls short of this award but, in turn, merits something more than the Certificate of Distinction.

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b. Its relative rank between the Intelligence Medal of Merit and the Certificate of Distinction, and

c. Initiation of negotiations with appropriate authorities in the Bureau of the Mint for the development of sample designs which will be submitted for your approval.

/s/ Harry B. Fisher

Harry B. Fisher  
Director of Personnel

Concur:

/s/ W. E. Colby

84 FEB 1972

Executive Director-Comptroller

Date

The recommendations contained in paragraph 4 are approved.

Richard Helms

Director of Central Intelligence

84 FEB 1972

Date

ILLEGIB

Approved For Release 2003/05/05 : CIA-RDP84-00780R004800070026-7

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